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**2.4 Childcare Code of Conduct**

• The welfare of the child is paramount.

• All staff are responsible to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children and young people.

• Staff who work with children are responsible for their own actions and behaviour and should avoid any conduct which would lead any reasonable person to question their motivation and intentions.

• Staff should work and be seen to work, in an open and transparent way.

• The same professional standards should always be applied regardless of culture, disability, gender, language, racial origin, religious belief and/or sexual identity.

• Staff should continually monitor and review their practice and ensure they follow the guidance contained in this document.

**Code of conduct examples:**

• All staff must recognise and respect the value and intrinsic worth of each child and family, regardless of economic or social background.

• All children and families deserve respect and understanding.

• Early years practitioners are responsible for nurturing and educating young children as well as providing information and support to parents.

• Early years practitioners should seek to improve their understanding of the development of young children through ongoing education and collaboration with colleagues.

• Early years workers have a responsibility to understand and adhere to current legislation and guidance that supports their role.

• All staff have a responsibility to contribute to the settings responsibility to protect children and encourage a ‘safer working culture’.

• Staff will be expected to follow agreed procedures, without fear of recrimination, to bring to the attention of the Nursery Manager any deficiency in the standards.

• If staff have concerns regarding the Nursery Manager or other senior staff members the Whistleblowing Policy may be followed.

• When information is necessarily confidential it should only be made available on a “need to know” basis.

• Staff should wear appropriate uniform and PPE as required for their job and give a positive image. Any clothing not provided by The Learning Meadow needs to be agreed by the manager.

**Please note**: This code of conduct needs to be read in conjunction with other Learning Meadow Policy’s for example whistleblowing, safeguarding and disciplinary.

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| This policy was adopted by | The Learning Meadow | *(name of provider)* |
| On | October 2021 | *(date)* |
| Date to be reviewed | October 2022 | *Thereafter annually* |
| Signed on behalf of the provider |  | |
| Name of signatory | Dawn Pirie | |
| Role of signatory (e.g. chair, director or owner) | Owner/manager | |